

EXHIBIT 10

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13 NFL Labor Dispute

14 Jeff Saturday SIRIUS 3-12-11

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1 HOWARD: Jeff, uh, we know
2 each other [A LITTLE BIT?]. Uh, and, and you're a
3 stand-up guy, you're, uh, uh, and I've told you
4 this to your face, you, your next career is going
5 to be in broadcasting, um, there's a skepticism
6 here. Uh, and there's, there's opinions on, you
7 know, who's right, who's wrong, who do we
8 believe?

9 Give me your overview of, of... from your
10 perspective how these negotiations got to this
11 point.

12 JEFF SATURDAY: Well I mean I, I think,
13 uh, you know, just in, in the last two - you
14 know, I'm gonna take out the, the two years
15 before the last 15 or, or 16 days - um, you know,
16 obviously there was a, there was, uh, all kinds
17 of conversations prior to where we got to.

18 But, uh, the last 15 or 16 days, you
19 know, they were intense. We, we, we, uh, you
20 know, we had a lot of subcommittee meetings, we
21 had big meetings, um, we were working towards a
22 lot of points throughout the CBA. We actually
23 made a lot of traction in areas.

24 Um, and, and that was kind of the
25 mediator's point. You know, he wanted us to, to

1 see if we could get agreements on the smaller
2 parts of the CBA and then kind of work into the
3 more complicated issues. And so, uh, that's what
4 we did.

5 And, and as we continued to work the
6 process, uh, things were getting, you know,
7 tentatively agreed upon. Not, not fully but, you
8 know, kind of within the scope of the entire CBA.
9 And, um, you know, those last couple of weeks
10 they, they got m-, more, um, more and more
11 intense I guess you would, you would describe is
12 as un-, until yesterday.

13 It was just realization - look
14 nothing's gonna happen. I mean we're still a long
15 ways apart here. And from the players'
16 perspective to keep extending or keep pushing out
17 without some significant, um, moves from either
18 side didn't, didn't make a lot of sense.

19 You know, the one thing that we agreed
20 on as players is that we could continue to play
21 football while we negotiate. There, there was no
22 reason that, um, we wanted to be locked out and,
23 and not have any kind of, uh, football while
24 we're trying to negotiate. It would be, it,
25 was much better, it would be much better for not

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1 only us but our fans if we continued playing
2 ball, uh, while we negotiated.

3 And so that, that, that's what led to
4 the decertification.

5 HOWARD: Now Jeff let me follow that up
6 with, with the following. Jeffrey Pash of the NFL
7 came out yesterday and made a variety of
8 statements about how the NFL has given in this
9 area, this area, this area. And then Mr. Quinn
10 from your side basically said he was lying. What
11 was he lying about?

12 JEFF SATURDAY: Well, you know, I think
13 at the end of the day the devil's in the details
14 - right? That's one thing that I've learned a lot
15 in this CBA negotiation is that, uh, every time I
16 come outside and I hear the way that, that people
17 are, are spinning it, it, it always amazes me.

18 T-, the reality is, is there were...
19 When, when Pash was talking about some of the
20 things that he was talking about were given, um,
21 they weren't given like he's, he's presenting it.
22 I think that's what Quinn said.

23 I'll be honest with you Howard, I was
24 on a plane coming back home, um, so I didn't see
25 all their statements. I got a bunch of texts and,

1 and emails but, um, at the end of the day, you
2 know, he, he has to, he has to put up a, a front
3 of some sort to protect the shield and protect
4 the NFL. And so that's what his job is and that's
5 what he's gonna do.

6 Hopefully everybody can see through... If
7 everything was that easy we would have had a CBA
8 done. You know, so l-, let's not ever get, uh,
9 get so simplified that we think everything that
10 he said, we, we take as, as the Holy Grail.
11 'Cause that, that would be, uh, that, that
12 wouldn't be the right thing to do.

13 HOWARD: Jeff I want to ask you about,
14 uh, a quote from John Mara, the co-owner of the
15 New York football Giants. After, uh, the meetings
16 broke up, uh, he, he expressed disappointment and
17 he said, quote, I've been here for the better
18 part of two weeks and essentially the union's
19 position on the core economic issues has not
20 changed one iota. One thing that is quite
21 painfully apparent to me during this period was
22 their objective was to go the litigation route,
23 close quote.

24 What is your reaction to Mr. Mara's,
25 uh, statement right there?

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JEFF SATURDAY: Well I, I share his, uh, sentiments of being, uh, disappointed in the process. And, and, uh, I think if, if, if, uh, if we all looked at it, you know, from 30,000 feet it was a disappointing day for everybody. Uh, but I would not agree.

I, I can assure you I didn't leave my children and my wife for the better part of three weeks, the same way he did, not to get a deal done. And, and the same is true for them. Their core economic issues no matter what they, um, you know, how they're trying to say, they didn't move much either. And we did move some, they did move some, we all came off some points.

Um, you know, his, his statement that we weren't trying to do it, we were trying to go to litigation, uh, I never believe it's better to put any argument in the hands of attorneys rather than, uh, the men that it effects. And, and I would not have taken that decision lightly. Um, you know, we can agree to disagree. And, and I respect the way he's run his organization. Hopefully he can look at me as a man and respect my ideas.

I, I would never put something in, in

attorneys' hands that I thought we could get settled. We, we disagree completely about the money. I mean the economic issue of him setting you back four years and never get... never allowing players the chance to true up or get an equal system after that, um, we would, we would have in, in essence given back almost \$2 billion over four years. Or, or that may be, that may be a little much, maybe a \$1.5 billion.

That's a, that's a ton of money to give back when you're got zero justification to do it. And if I had to go back in my locker room and tell men they're gonna lose their jobs because if you put a cap back down on them that they couldn't continue to keep working, how could I got back and sell that to, to the membership that I was trying to, uh, represent?

So, you know, with, with all due respect to Mr. Mara, um, we just disagreed and that's why we're in the situation we are now.

HOWARD: Now let me ask you this Jeff, fact or fiction? Uh, one report indicated that second billion dollars the owners initially requested, that number now is at \$325 million. Is that fact or fiction?

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JEFF SATURDAY: No, uh, no. H-, here is the deal. The, the, the, the numbers that everybody is putting out, um, you know, you, you can't go with all these numbers because everybody's position on what the number is is just a starting number. And so anything you're just getting a starting number it may look like \$320 million in year one but that number could \$700 million in year three.

So, it, it's, you know, everybody talking about this one number. The reality is that one number just starts the process. And you had all kinds of equalization. You know, what if they made money over their projections and they were the ones who set the projections? They would have made 100 percent of the revenue above those projections.

How, you know, so what if you project low and then is it fair they 100 percent above that number? I mean how, how can you negotiate in that box? And so you can't negotiate off of one number when you're dealing with the economic principles that we were trying to do.

And, and that's where the argument always goes back to. It's the devil's in the

details. And you, you have to know, um, in essence the entire, uh, cap and the entire deal to really be able to, to sit down and discuss true numbers.

HOWARD: What about an issue just as important as money is the health and wellbeing of the players, current players and former plays? And there seems to be a disagreement of this one also. I, I had quoted the NFL before, uh, Jeffrey Pash said they were going to reduce the off-season programs by five weeks, the OTAs by 14 to 10 days and reduce contact in practice significantly. And then De Smith came back and said the NFL refused to meet the players on significant changes in in-season, off-season or pre-season health and safety rules.

Uh, I don't understand how there could be a gray area on this one. Uh, the NFL is saying what the reductions are gonna be and the union is saying, uh, they refused to meet the players on significant changes in, in, uh, health and safety issues.

JEFF SATURDAY: Well, uh, again, I think that goes back to the same point that I talked about before is those were, those, all those

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1 things that Jeffrey Pash listed out were requests
2 by the players. And not all of it was agreed
3 upon. That, that was the accepted language. You
4 know, it's like that was our proposal to go back.

5 And I can be very frank, I, I requested
6 limiting and having no more two a days, you know,
7 that you could only get one time a day. That
8 other, the other practice would have to be a walk
9 through. I went through a number of different
10 principles throughout that entire process and I
11 was involved in, in almost every subcommittee
12 meeting that ever met in dealing with that.

13 And it was still all being negotiated.
14 To say that that was agreed upon is, is not the
15 chase. Because had it been agreed upon that would
16 have a major, a major issue.

17 But to say we're working on it does
18 mean it's agreed upon. And, and that, that was
19 the issue. Every time you went back in a
20 subcommittee meeting it was a tweak here or a
21 move here or not, not really an agreement on this
22 issue. Uh, we can revisit this.

23 I do agree that we were working and
24 making great progress in that area. Um, but, but
25 nothing was firmly agreed upon. And to say that

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1 that was is, is not, is not the case.

2 HOWARD: Jeff, uh, you said something
3 before when you said it shouldn't be in the hands
4 of the legal people, it should be in the hands of
5 the principals involved. But isn't that what
6 we've come to now?

7 JEFF SATURDAY: Yeah. I mean that,
8 that's what I'm saying. That was the most
9 disappointing part to me is that, um... And, and
10 part of this, uh, Howard is the way that the
11 original CBA was set up. That, you, you know, if
12 the, if the CBA expired yesterday then, um, the
13 NFL could lock you out. And as, as, as the union
14 you could not have decertified for six months.
15 And, and really you couldn't do anything to get
16 back on the field until, um - and you couldn't
17 even file for six months.

18 Well if you just do a date that puts
19 you all the way into the season. And so from the
20 players' perspective if we're gonna negotiate
21 this out and be locked out with a CBA expiration,
22 then it would be much better to be, uh,
23 negotiating while we're still playing football.
24 So that was the, that was the reason that we
25 decertified.

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1 We decertified so that we could fight
2 them from locking us out and go back to work.
3 And, and we feel like, look, we can still
4 negotiate this anytime you want. I, I can assure
5 you my schedule I will make clear to get this
6 done.

7 Um, but not to allow us on the field,
8 not to allow us to work out, not to allow us to
9 meet as, as teammates and then expect us to come
10 out and put a decent product on the field for
11 fans in, in, uh, in September is... Th-,there's no
12 way that's possible.

13 And so we decertified to stop that, not
14 allow that to happen and be able to get back on
15 the field.

16 HOWARD: Yeah, appreciate your honesty
17 Jeff throughout all of this but that's the kind
18 of guy I know you are. Uh, and again, I have no
19 axe to grind either way. I'm going to ask you one
20 final question. Am I gonna see you on the field
21 in 2011? Are we gonna have our normal
22 conversations pregame?

23 JEFF SATURDAY: [LAUGHS] I tell you what
24 Howard, you, you know - and I hope you will
25 always know - that's where I want to be. And, uh,

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1 if, if there's any power that I have, no matter
2 what I gotta do, uh, that's what I'm trying to
3 do.

4 And, and I hope all the fans realize
5 from, from our standpoint, we really felt backed
6 into a corner where we didn't have any, any other
7 way to go. And, uh, we're gonna keep playing
8 football under whatever, um, the NFL imposes on
9 us this next year, whatever system. And, and, uh,
10 we'll continue to negotiate and, and it'll all
11 get worked out.

12 The ones we don't want... I don't think
13 the NFL nor the players, uh, nobody wants the
14 fans effected. And so, uh, we're gonna do our
15 very best to get this nonsense, uh, settled up
16 before it gets to real football time.

17 HOWARD: Jeff thanks very much. Always
18 good talking to you.

19 JEFF SATURDAY: You guys too. Thanks a
20 lot.

21 MAN: Thanks Jeff.

22 HOWARD: Jeff Saturday, center of the
23 Indianapolis Colts. More importantly a key figure
24 in these negotiations. We'll take your phone
25 calls when we come back. Short break, SIRIUS NFL

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